

**PEACE OFFICER STANDARDS AND TRAINING (POST)
HEARING REQUIREMENTS WAIVER
ADULT MISDEMEANOR PROBATION OFFICER**

This form MUST be filled out and signed by an Audiologist or Ear, Nose and Throat Physician. The original form must be sent to POST. No copies or faxes will be accepted.

This is a four page form

_____ of the _____ is requesting a hearing waiver
Agency Head Agency
for _____ from the POST minimum hearing requirements.
Officer

The requirements for **Auditory Acuity** are set by the POST Council and are based upon the Idaho Adult Misdemeanor Probation Officer Job Analysis Study.

The Idaho "Adult Misdemeanor Probation Officer Job Analysis Study" describes the need for **Auditory Acuity** as follows:

It has been clearly proven that normal hearing is needed to adequately perform the job functions of an Adult Misdemeanor Probation Officer. It is necessary to hear normal conversation, to hear whispering and to hear direction of sound to safely and adequately serve as an Adult Misdemeanor Probation Officer. The central job functions that show a clear need for adequate hearing are as follows:

Acting alone, this applicant must be able to:

Apply use of force continuum	Investigate allegations or suspicions of probation violation
Arrest clients for violations of conditions, in presence of officer	Monitor/enforce terms/conditions of probation
Assist law enforcement officers	Operate motor vehicle
Conduct home visits	Perform client intake
Conduct personal contacts with clients	Search persons, vehicles/residences
Defend others or self	Serve on-call and respond
Enforce court order	Test for drugs/alcohol
Escort offenders, walking	Transport offenders, drive
Identify substance abuse symptoms	

Normal hearing for Adult Misdemeanor Probation Officers is justified by the data in this report. There is no justification for extraordinary hearing abilities. The expert panel of officers agreed earlier in this report that it is necessary to hear normal conversation, to hear whispering and to hear direction of sound to safely and adequately serve as an Adult Misdemeanor Probation Officer.

- **Hear normal conversation** (Normal conversation is typically at 60 dB [loudness] and between 500-2000 Hz.)
- **Hear whispering** (Whispering is typically at 20-30 dB.)
- **Hear direction of sound** (Binaural [two eared] hearing is needed for localization of direction and distance.)

The list below explains hearing ranges, from normal to profound loss: (Hearing loss is measured in decibels [dB] or loudness/pressure of sound):

- Normal hearing (-10 to +15 dB hearing loss [HL]). With normal hearing, one can hear frequencies from 0-140 dB. A dB loss of 0-25 is not considered a problem, even with faint speech. Material hearing impairment is defined as an average loss that exceeds 25 decibels in the frequencies 1000, 2000, and 3,000 Hz in either ear.
- Slight/minimal hearing loss (16-25 dB HL) Difficulty with faint or distant speech. Difficulty in noise. Difficulty hearing subtle conversational cues and whispering.

- 0-25 decibels (dB) is the range of loudness for officers justified in this report.
- Whispering is typically at 20-30 dB. Pain is typically experienced at about 120 dB.
- Normal conversation is typically at 60 dB and between 500-2000 Hz. Young people normally hear between 20 Hz (low-base) and 20,000 Hz (high shrill).
- Hertz (Hz) refers to high to low pitch or the number of times per second a sound wave repeats itself.

- Mild hearing loss (26-30 dB HL) will miss consonants. At 30dB can miss 25-40% of speech signal. Degree of difficulty depends on noise level, distance from speaker and configuration of the hearing loss. Will benefit from hearing aids.
- Moderate hearing loss (31-50 dB HL) Can understand face-to-face conversation at a distance of 3-5 feet if structure and vocabulary is controlled. May miss 50-75% of a spoken message if the pure tone average is 40 dB. Will benefit from hearing aid.
- Moderate to severe hearing loss (51-70 dB HL) May miss most of or the entire message even if talking face-to-face. Will have great difficulty conversing in a group. Will benefit from hearing aid.
- Severe hearing loss (71-90 dB HL) May not even hear voices, unless speech is very loud. Without amplification, the individual will not recognize any speech through listening alone.
- Profound hearing loss (91 dB HL or greater) May not be able to detect the presence of even loud sound without amplification. May perceive vibratory aspects of sound. Will rely on vision communication.

Material hearing impairment is defined as an average loss that exceeds 25 decibels in the frequencies 1000, 2000, and 3000 Hz in either ear. Binaural (two-eared) hearing ability is necessary for communication with speech in noisy settings and for sound localization and recognition of sound. (OSHA revised March 31, 2000.)

If an applicant cannot meet the above standard or if hearing aids are needed to meet a normal hearing standard, and the employer elects to seek a waiver, the employer may reasonably require the applicant to obtain a hearing assessment by a licensed otolaryngologist (ear and throat doctor) or audiologist to establish the current hearing aid requirement; and achieve a Speech Reception Threshold that does not exceed 25 decibels for each ear; and achieve a Speech Discrimination Test score of no less than 90% using a standard 50-word, fixed-intensity presentation at 60 dB Hearing Threshold Level (normal conversation level).

Hearing aids can substantially improve hearing in quiet environments, but they do not consistently yield full benefits for job functions performed in noisy surroundings, especially for people with high-frequency loss. Hearing aids may do little to improve hearing loss due to nerve deafness (problems with the receptors of the inner ear, which normally are caused by overexposure to sound and the aging process). Hearing aids can amplify the vibrations (amplitude) lost by problems with the structures of the middle ear, called conduction deafness.

The above named applicant has chosen a career as an Adult Misdemeanor Probation Officer. A "Pure Tone Threshold Test" is required prior to acceptance into training.

HEARING STANDARD FOR ADULT MISDEMEANOR PROBATION OFFICERS

Applicant must have unaided hearing between zero (0) and twenty-five (25) decibels for each ear at the frequencies of 500 Hz, 1000 Hz, 2000 Hz, and 3000 Hz.

Frequency:	500Hz	1,000Hz	2,000Hz	3,000Hz	HEARING AID USED? _____ NO _____ YES
Right Ear	_____dB	_____dB	_____dB	_____dB	
Left Ear	_____dB	_____dB	_____dB	_____dB	

Based upon the Idaho Adult Misdemeanor Probation Officer Job Task Analysis Study an officer must meet the following minimum requirements:

Initial appropriate box:

Hearing Requirement	Meets Minimum	Does Not Meet Minimum
Ability to hear normal speech.		
Ability to hear whispering.		
Binaural hearing		
Capable of hearing sound sources, direction, localization and distance		

The applicant must be free from any impediments of the sense of hearing, chronic or organic diseases and organic or functional conditions which may tend to impair efficient performance of duty or which might endanger the lives of others or the life of the officer. **Note any abnormality:**

AUDIOLOGIST OR ENT PHYSICIAN STATEMENT AFTER EXAMINATION:

Please initial the appropriate area:

_____ I have examined the above applicant and it is my opinion that the applicant **MEETS** the minimum hearing standard for an Adult Misdemeanor Probation officer as outlined above.

_____ I have examined the above applicant and it is my opinion that the applicant **DOES NOT MEET** the minimum hearing standard for the following reasons:

In order for POST to consider a waiver for these requirements, we need the following section filled out recommending that a waiver be considered and that it is your medical opinion that the officer's hearing deficiency and inability to meet the POST minimum hearing standard will not affect his/her ability to fully perform the job tasks of an Adult Misdemeanor Probation Officer in the State of Idaho.

REQUEST FOR WAIVER OF MINIMUM HEARING REQUIREMENTS

Upon examination of (Officer) _____ and with full knowledge of the duties of an Adult Misdemeanor Probation Officer, I feel the applicant's condition will not jeopardize or impair his/her ability to perform the duties of an Adult Misdemeanor Probation Officer, and I recommend to the Idaho Peace Officer Standards and Training Council that a waiver for the POST minimum hearing standard be considered.

Signature of Audiologist or ENT Physician _____ Date _____
(must be an original signature. No stamped signatures will be accepted.)

Printed name of Audiologist or ENT Physician _____

Address: _____

Phone number: (____) _____

PLEASE COMPLETE ALL ITEMS – INCOMPLETE FORMS WILL NOT BE ACCEPTED.